

Evaluation Process

Purpose: The purpose of this policy is to establish a fair, transparent, and consistent evaluation process for all athletes participating in the lacrosse program. Evaluations are designed to assess player skills, development, and team placement in a manner that supports both individual growth and overall team success. This policy ensures that all participants are evaluated using standardized criteria, that evaluators are qualified and impartial.

Scope: This policy applies to all athletes registered in the lacrosse program, across all age divisions and skill levels. It governs the procedures used during evaluations for team placement, skill assessment, and development tracking. The policy also applies to evaluators, coaches, and board members involved in organizing or overseeing the evaluation process. It ensures consistency and fairness in how evaluations are conducted, communicated, and used to inform team decisions throughout the season.

Responsibilities: To ensure a fair and effective evaluation process, the following roles and responsibilities are defined:

Board of Directors

- Approves the evaluation policy and ensures it aligns with organizational values and provincial regulations.
- Oversees the selection and training of evaluators.
- Addresses concerns or appeals related to the evaluation process.

Coaching Coordinator

- Organize and manage the logistics of evaluation sessions.
- Ensure evaluators are briefed on criteria and procedures.
- Maintain confidentiality and integrity throughout the process.

Evaluators

- Conduct player assessments using standardized criteria.
- Remain impartial and avoid conflicts of interest.
- Submit completed evaluations to the coordinator in a timely manner.

Team Selection Committee

- Review aggregated evaluation results.
- Ensure balanced, fair team placement.
- Address scoring discrepancies or concerns.
- Finalize rosters based on evaluation data and team needs.
- Maintain confidentiality and integrity throughout the process.

Coaches

- May provide input on player development but do not influence evaluation outcomes.
- Support athletes through the evaluation process with encouragement and transparency.

Athletes and Families

- Attend scheduled evaluations and participate respectfully.
- Understand that evaluations are based on performance and criteria, not personal preference.
- Direct any questions or concerns to the Evaluation Coordinator or Board.

Team Selection Committee consists of:

- Coaching Coordinator (Chair)
- Two (2) board members appointed by the Board

Evaluation Criteria: To ensure fairness and consistency across all age groups and skill levels, athletes will be evaluated using the following standardized criteria:

1. Technical Skills

- **Passing and Catching:** Accuracy, consistency, and control under pressure.
- **Shooting:** Power, placement, and decision-making.
- **Stick Handling:** Ability to cradle, dodge, and maintain possession.
- **Ground Balls:** Hustle, technique, and success rate in recovering loose balls.

2. Tactical Awareness

- **Positioning:** Understanding of offensive and defensive roles.
- **Decision-Making:** Ability to make smart plays under pressure.
- **Game Sense:** Awareness of game flow, timing, and team strategy.

3. Physical Ability

- **Speed and Agility:** Quickness in movement and ability to change direction.
- **Endurance:** Ability to maintain performance throughout drills and scrimmages.
- **Strength and Balance:** Physical presence and control during contact situations.

4. Coachability

- **Attitude:** Willingness to learn, respect for coaches and teammates.
- **Effort:** Consistent work ethic and engagement during evaluations.
- **Responsiveness:** Ability to take feedback and apply it constructively.

5. Team Play

- **Communication:** Verbal and non-verbal interaction with teammates.
- **Supportive Play:** Willingness to pass, assist, and play a team-first game.
- **Adaptability:** Ability to adjust to different roles or positions as needed.

Procedure:

1. Assign Evaluators

- Evaluators are assigned to observe players during evaluation sessions.
- Evaluators **do not know the athletes' names**—they assess players by **jersey number only** to maintain impartiality.

2. Complete Individual Evaluation Forms

- Use the appropriate form based on the player's age group or position:

U7 - U9 Player Evaluation Sheet - [On the OneDrive](#)

For younger players. Includes:

- Speed, Speed with Ball
- Passing, Catching, Shooting, Ball Protection
- Hustle, Aggression

U11 - U17 Player Evaluation Sheet - [On the OneDrive](#)

For older players. Includes:

- Speed
- Stick Skills (Passing, Catching, Shooting, Ball Protection)
- Offense (Game Sense, Shooting, Movement)
- Defense (Game Sense, Body Position, Checking)
- Attitude (Hustle, Aggressiveness)

Goalie Evaluation Sheet - [On the OneDrive](#)

For goaltenders. Includes:

- General Skills (Passing, Conditioning)
- Goaltending (Stick/Body Position, Angles, Aggression, Communication, Reaction Time)
- Offense (Ball Control, Passing)
- Attitude (Coachability, Work Ethic, Confidence)

Each skill is scored from **1 to 5**, with half scores allowed (e.g., 3.5).

3. Submit Completed Forms

- Evaluators submit their completed forms to the **Coaching Coordinator**.
- Evaluators may include comments for context but must avoid identifying players by name.

4. Master Evaluation Sheet

- The **Coaching Coordinator** enters all scores into the [Master Player Evaluation Sheet](#).
- This sheet aggregates scores, calculates modifiers, and helps identify trends across multiple evaluations.

5. Team Selection

The **Team Selection Committee** reviews the Master Sheet.

Final team placements are based on:

- Aggregated scores
- Positional needs
- Requests (if applicable)

Grouping considerations (e.g., goalies or siblings)

6. Final Review

- The Coaching Coordinator and Committee ensure selections are balanced and fair.
- Any anomalies or concerns are addressed before rosters are finalized.

Conflict of Interest Policy – Team Selection Committee

To ensure impartiality and uphold the integrity of the team selection process, the following conflict of interest guidelines apply:

- **No family member of a player may participate in the selection of that player's team.** This includes any member of the **Team Selection Committee, evaluators, or the Coaching Coordinator**.
- If the **Coaching Coordinator** has a child being evaluated, they must **recuse themselves from any discussions or decisions** related to that player's placement. In such cases, an **alternate coordinator or neutral board member** will oversee the evaluation and team selection process for that player.

These measures are in place to protect the fairness of the process and ensure that all athletes are evaluated and placed based on merit and team needs.

 **Evaluator Checklist**

Before, During, and After Evaluations

 **Before the Evaluation**

- Review the appropriate evaluation form for your assigned age group or position (U7 - U9, U11 - U17, Goalie).
- Confirm you have a list of **jersey numbers only**—do not use or request player names.
- Understand the scoring scale (1 = beginner, 5 = advanced; half scores allowed).
- Ensure you have a pen or digital device ready for recording scores and comments.

 **During the Evaluation**

- Observe each player carefully during drills and scrimmages.
- Score each category based on performance, not potential or familiarity.
- Remain impartial—do not discuss players or scores with other evaluators.
- Use the **Comments** section to note standout skills, effort, or concerns.
- Avoid identifying players by name in any written notes.

 **After the Evaluation**

- Double-check that all sections of the form are complete.
- Submit your completed form to the **Coaching Coordinator**.
- Do not share scores or feedback with players or parents.
- If you have concerns about a player's evaluation, communicate privately with the Coaching Coordinator.

 **Reminders**

- Evaluations are anonymous and confidential.
- Your scores contribute to the **Master Evaluation Sheet**, used by the Coaching Coordinator and Team Selection Committee.
- Fairness and consistency are key—your role helps ensure balanced and competitive teams.
- Thank you!